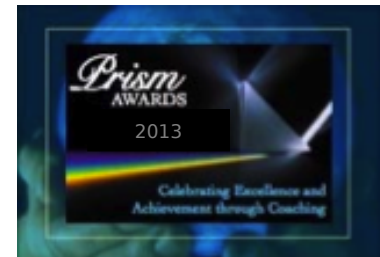




DAU Executive Coaching

- ***Improve acquisition outcomes & the leadership capacity of the Defense Acquisition Workforce***
- ***Establish a culture in the AT&L enterprise that values & practices performance coaching & mentoring***

Learn. Perform. Succeed.





The Coaching Process and Focus

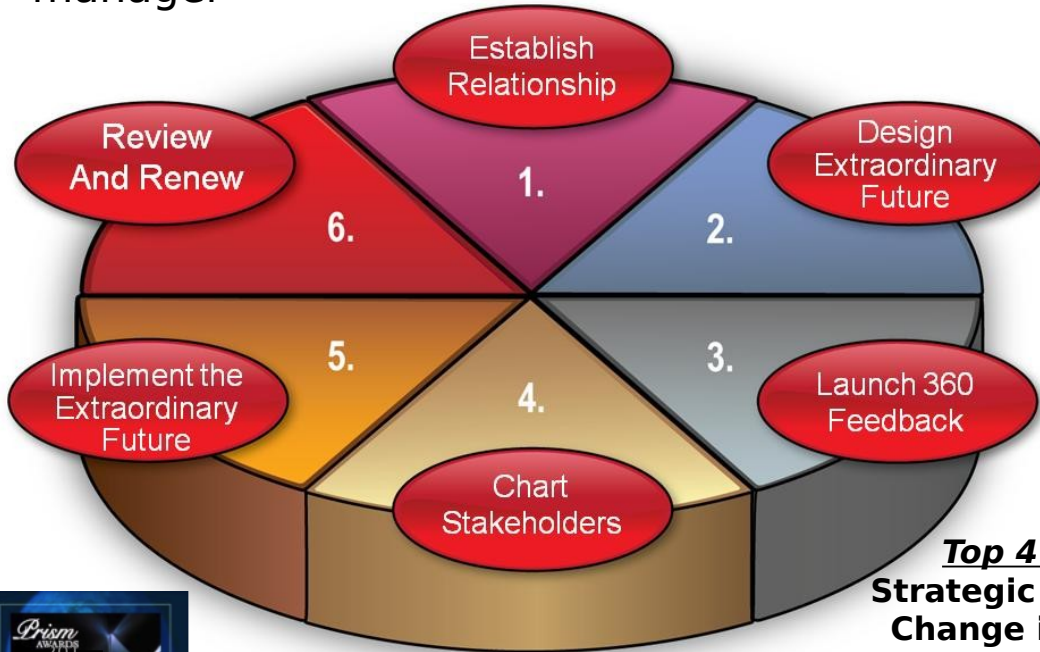
Extraordinary coaching relationships happen by design and not by chance

- Monthly face-to-face meetings, bi-weekly phone calls, 6-9 months

The Leader's 100%: Design & Implement an Extraordinary Future

The Coach's 100%: Thinking/Being Partner, sounding board, nudge manager

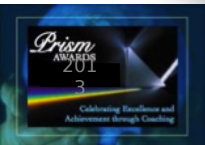
• Extraordinary vs. Predictable
• Strategic AND Tactical
• Vision AND Action



Top 4 improvements:
Strategic communication
Change implementation
Stakeholder relationships
Leadership/people interactions

Top 4 business results:
Increased self/group capability
Increased customer satisfaction
Increased resources
Reduced cycle time

Extraordinary leaders develop in the process of producing extraordinary results



- **Your Leadership**
 - Climate
 - Ethics
- **Future Contribution**
 - Development
 - Advancement
 - Your Team & YOU



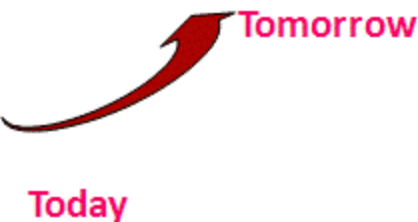
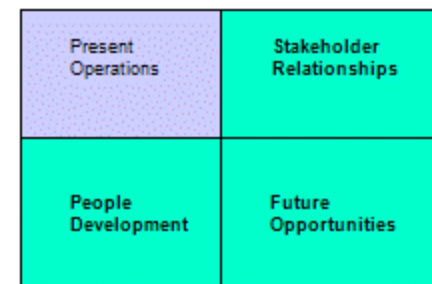
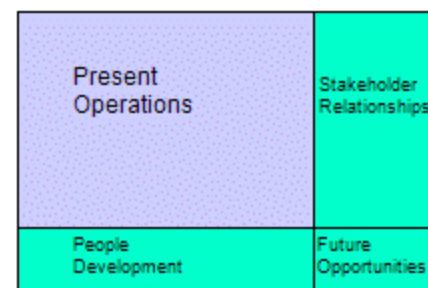
- **Organization**
 - People/Talent
 - Structure
 - Culture

Programs



- ☐ Clear
- ☐ A s-t-r-e-t-c-h
- ☐ The Essence of who we'd like to be
- ☐ Energizing and Bold
- ☐ Engaging
- ☐ Acquisition at the Speed of War

Executive Coaching focuses on your three biggest challenges as a leader



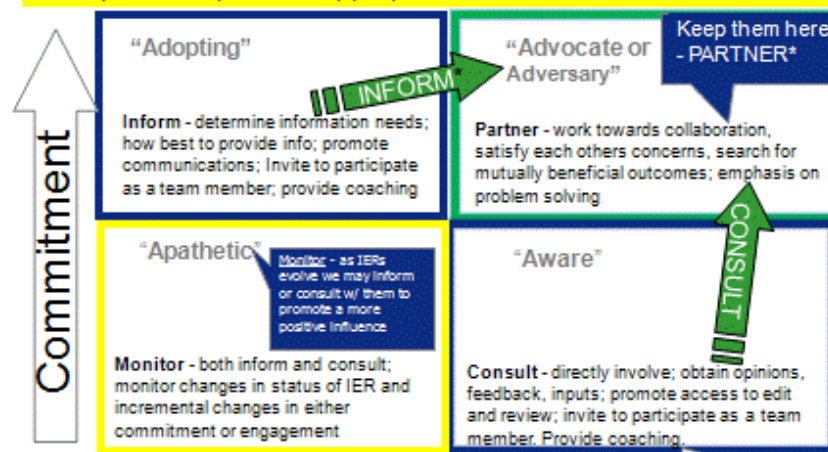
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Extraordinary Future	Breakthroughs	Strategies	Catalytic Actions

Stakeholder Strategy

(Sample)

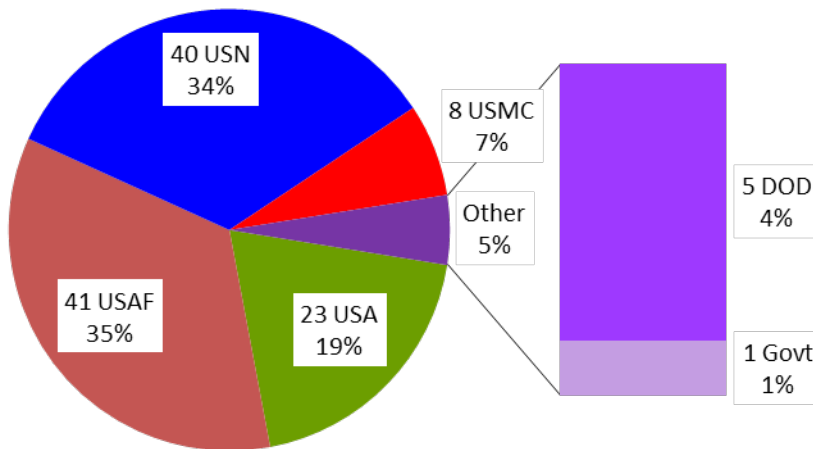
Take ACTIONS* to move your stakeholders towards becoming "Advocates" or keep them in place as appropriate



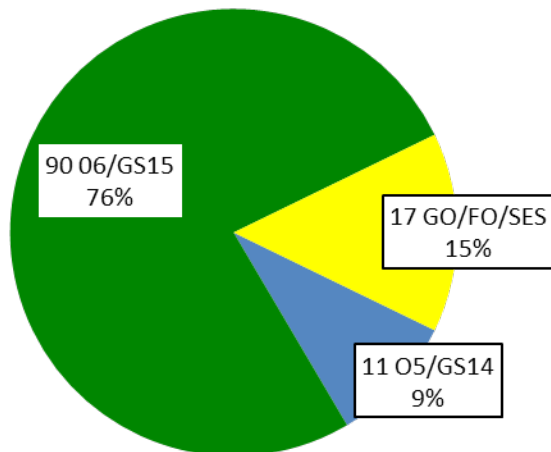
Engagement

Coaching Demographics and Metrics

Coaching Clients by Service FY09-13



Coaching Client by Grade/Rank FY09-13



- **Post Coaching Feedback (Scale 7.0)**
6.54
 - **Coaching Model and Process**
6.34
 - **DAU Coach**
6.84
 - **Learning Gained from Coaching**
6.45
 - **Reaction and Learning Questions**
6.38

- **I would recommend coaching to colleagues**
6.73

- **DAU executive coaching helped me:**
Improve my acquisition outcomes
6.14
Improve my leadership capacity
6.61

Dr. Al Moseley, researched and authored a doctoral dissertation and book, *Coaching ROI: Delivering Strategic Value Employing Executive Coaching in Defense Acquisition* (2011), documenting qualitative and quantitative workforce development and performance improvements.

Top 4 performance improvements:

- Strategic communication
- Change implementation
- Stakeholder relationships
- Leadership/people interaction

Top 6 business results:

- Increased workgroup productivity
- Increased personal productivity
- Increased customer satisfaction
- Increased resources
- Reduced cycle time
- Increased organizational efficiency



(ROE/ROI)

- Non-Financial: 3.3 or 330%
- Financial: 754% or 7-to-1

Summary and Way Ahead

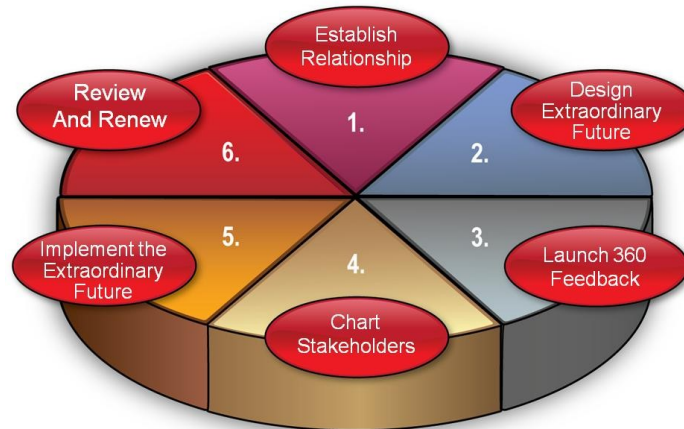
Coaching *offers leaders a powerful assist* to expand their capacities to impact and make a difference with their Leadership, Programs, and People...with the intent of *producing significant results* and *improving acquisition outcomes*.

Way Ahead

1. Review bios of DAU's executive coaches
2. Interview for chemistry and select your coach



• **Extraordinary vs. Predictable**
 • **Strategic AND Tactical**
 • **Vision AND Action**
 • **Committed vs. ad hoc**



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Coaching can offer some velocity in reaching your highest goals and aspirations